

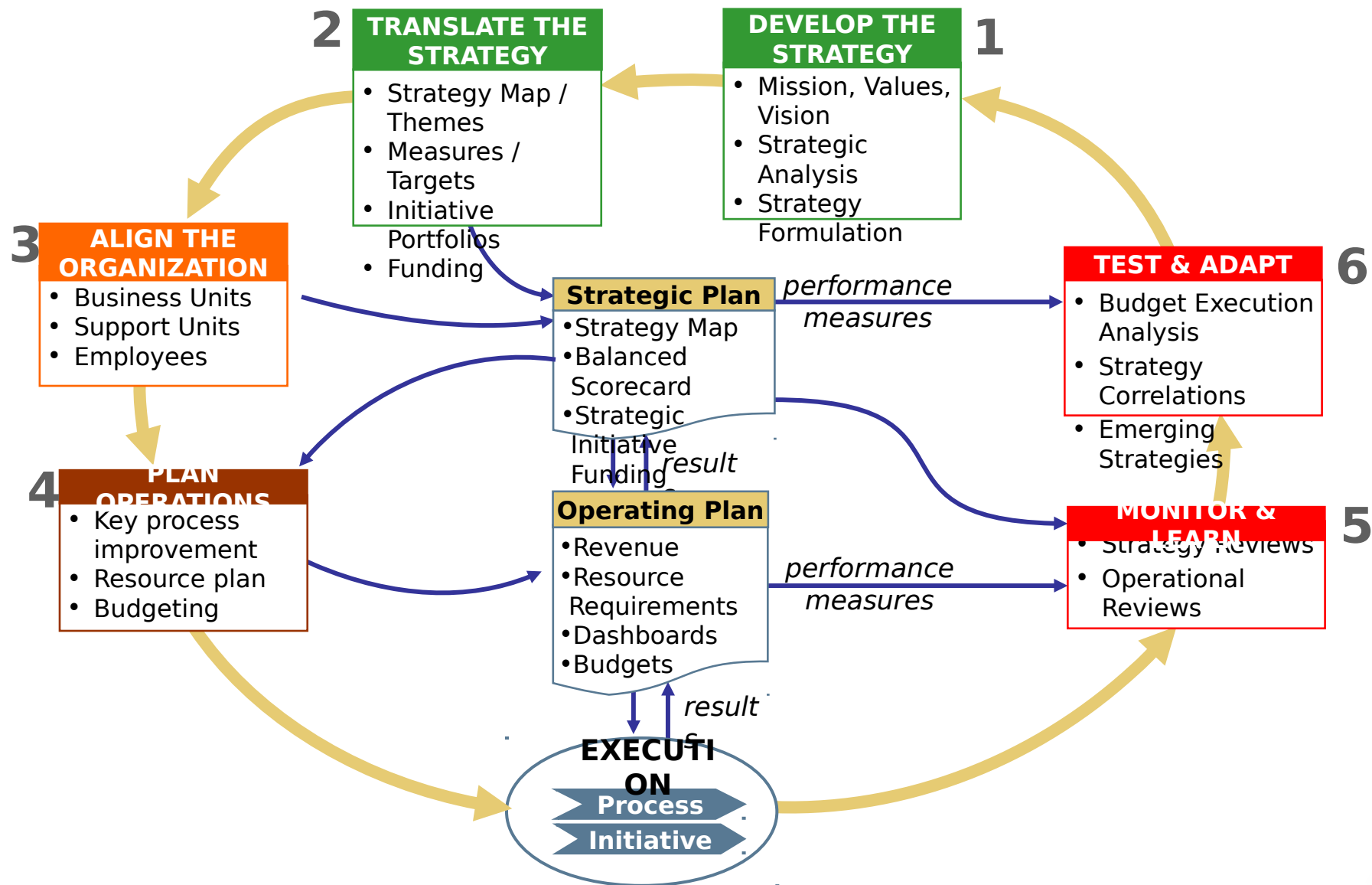


Cascading the Strategy

Gus Gustafson
November 6, 2009

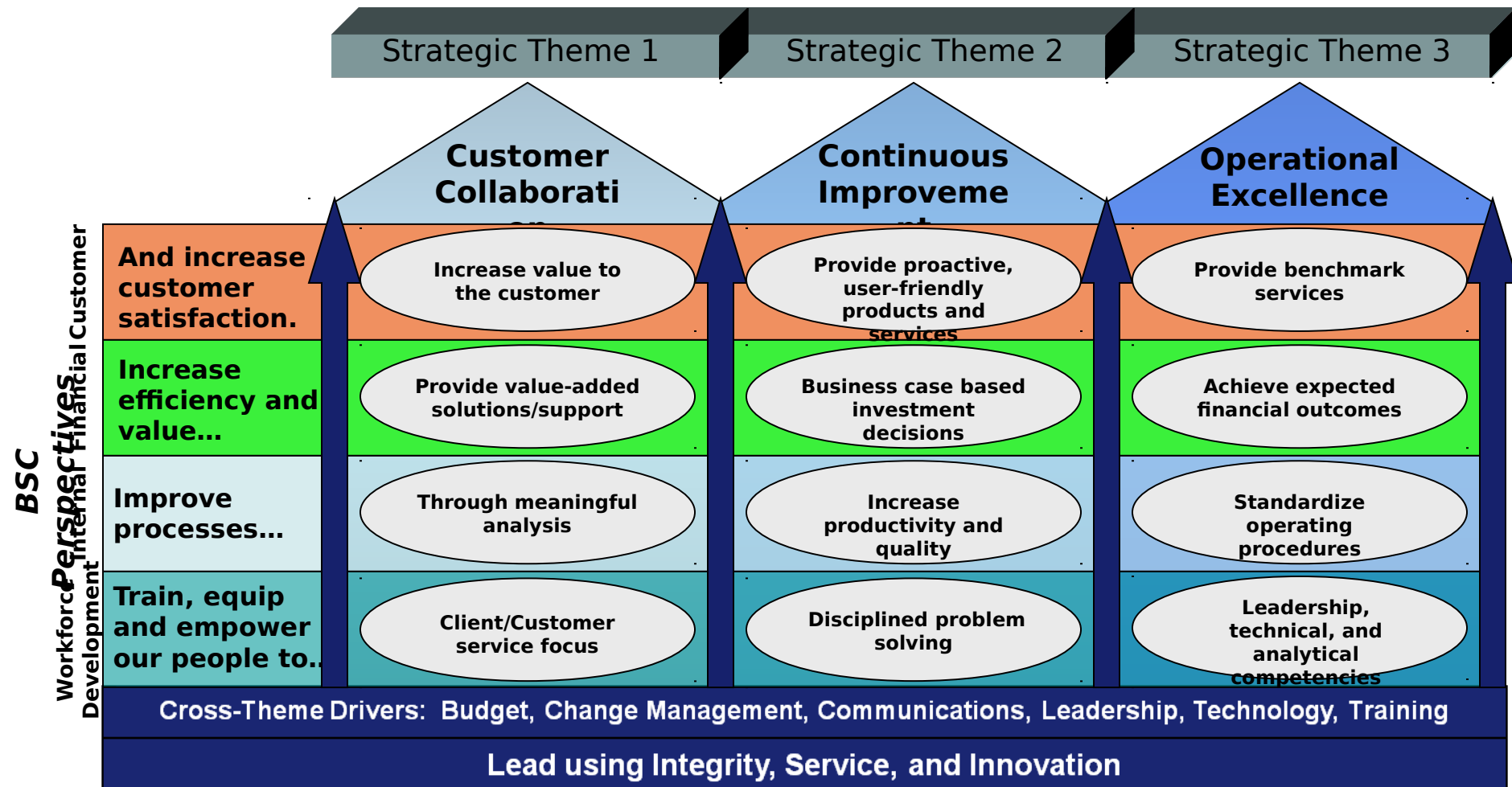
- **Step 3: Align the Organization will cascade and embed enterprise strategy into business and support unit strategies**
- **It will also communicate the strategy to promote employee understanding and ensure all employees are motivated to help successfully execute the strategy**

The Execution Premium Model



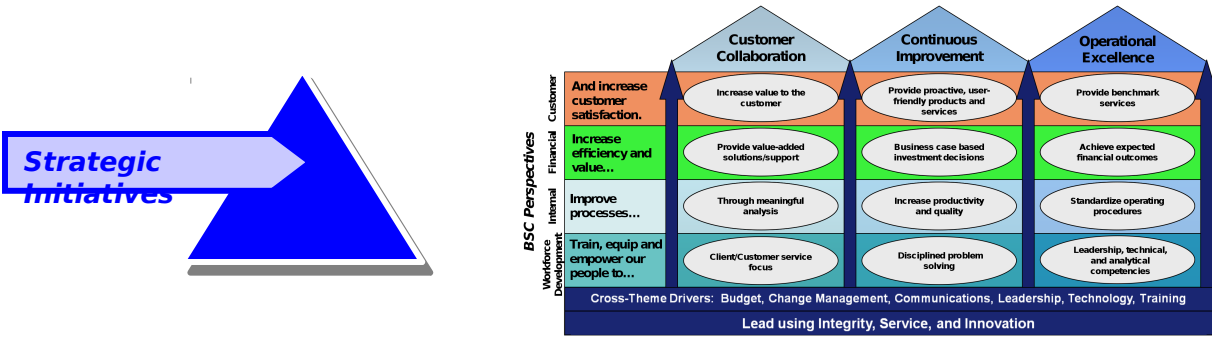
2010 - 2015 Strategy Map

Vision: To be the recognized leader in DoD's financial management by consistently delivering first-class service and products.

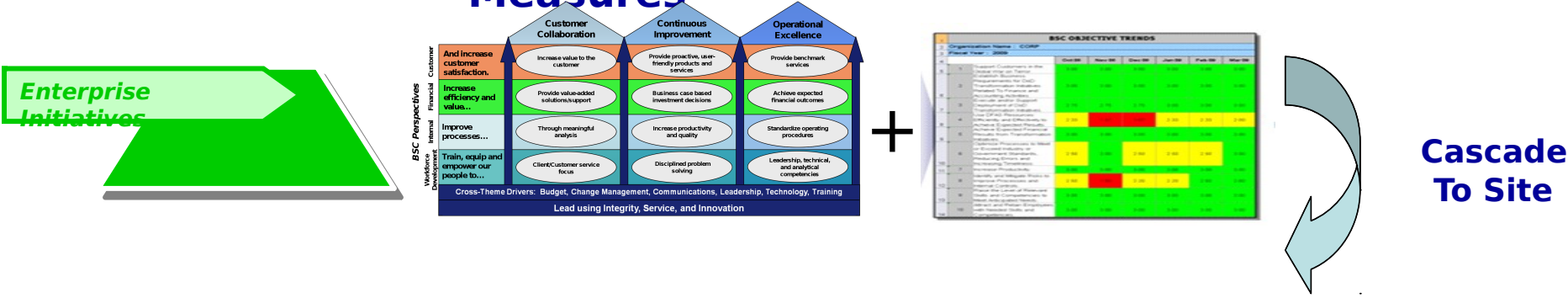


Cascading the Strategy

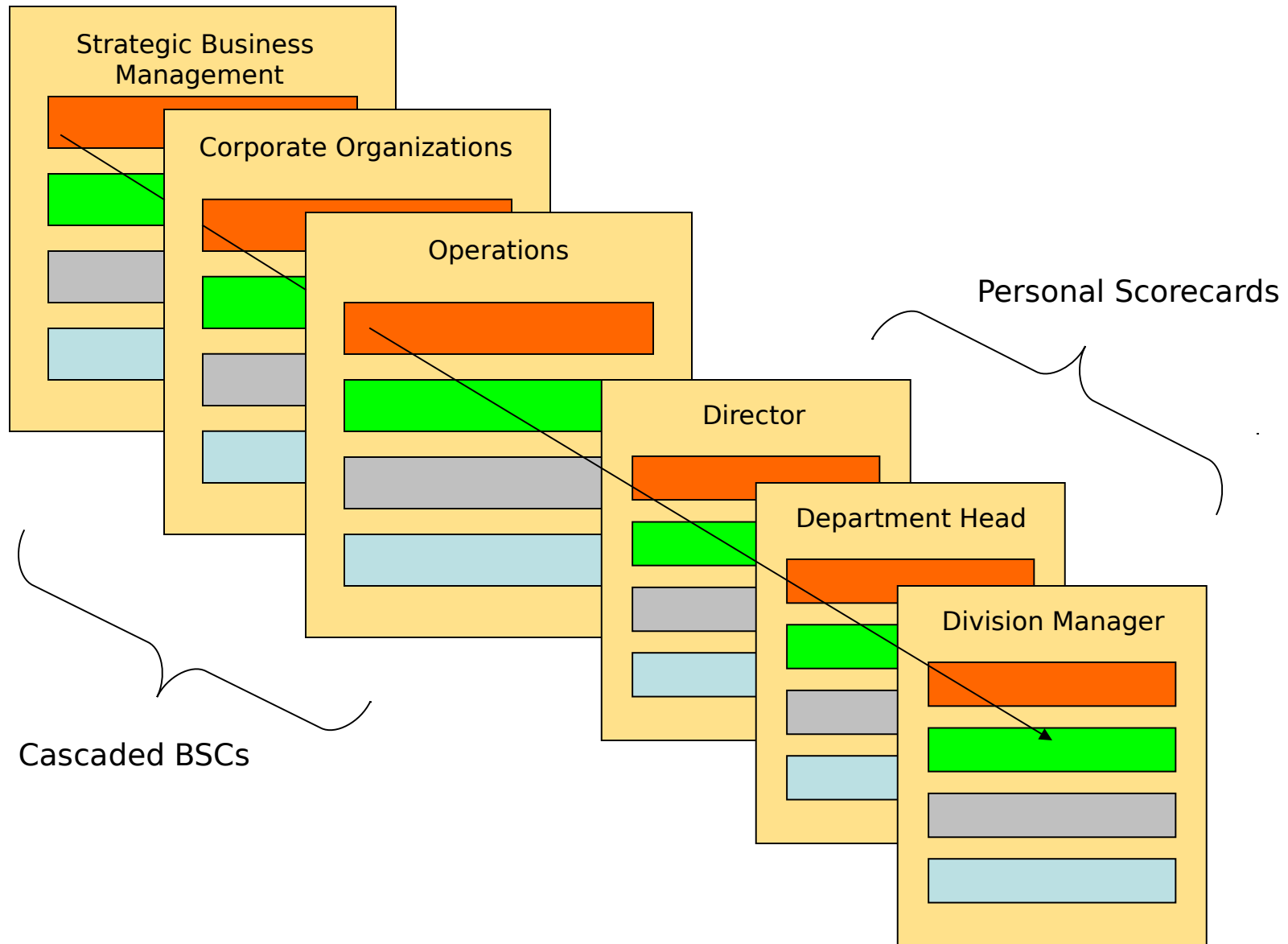
DFAS Scorecard



Enterprise Scorecard is BSC Plus Dashboard Measures



Cascading the Strategy



What Should Leaders Share With Their

- **Agency Vision:** The long-term view
- **Strategic Goals:** Short- and long-term priorities to keep staff focused on results
- **Upcoming Changes:** Preparing employees for change and providing them with the reasons for change
- **The Big Picture:** How day-to-day tasks impact Agency goals
- **Opportunities for Providing Input:** When leaders listen, employees are more likely to engage
- **Reinforcement and Recognition:** Share with employees how they make a difference

Friday, 6 November:

Breakout #4: Cascading via Organizations

(1 hour and 45 minutes: 9:15-11:00)

Session Goals

- **Build understanding of our organizational role in implementing the strategy**
- **Discuss our organizational responsibilities to support and execute the strategic initiatives**
- **Understand individual role in implementing the strategy**

Feedback from the Breakout Sessions will be captured and handed off to the Strategic Council/Committees.



Breakout Session #4

Cascade via Organizations

CORPORATE ORGANIZATIONS
Salon G/H

STRATEGIC BUSINESS MANAGEMENT
Livorno/Marbella

OPERATIONS
General Session

***SES One-on-One Sessions
with Mrs. McKay in Salon A**

